NATIONAL CO-ORDINATION COMMITTEE OF PENSIONERS ASSOCIATIONS

(Registered under the T.U. Act RTU-01/2021)

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NCCPA/CPC/PM/2026 **01st August, 2026**

To,

Shri Narendra Modi Ji
Hon'ble Prime Minister of India
Prime Minister's Office, Seva Teerth
Raisina Hill, New Delhi – 110011

Subject: Request for amendment to the Terms of Reference (ToR) of the Eighth Central Pay Commission and inclusion of pension revision and pensioners' issues and Inclusion of Autonomous Bodies and Universities.

Respected Prime Minister,

We extend our respectful greetings and sincere gratitude for the constitution of the Eighth Central Pay Commission (8th CPC). The Government of India, Ministry of Finance, vide Gazette Notification dated 03.11.2025, constituted the Eighth Central Pay Commission and notified its Terms of Reference (ToR).

While welcoming this important initiative, we respectfully submit that the present Terms of Reference do not adequately address several important issues concerning serving employees and nearly **69 lakh Central Government pensioners and family pensioners**. We therefore request your kind intervention to amend the Terms of Reference so that the following issues are specifically included.

1. Date of implementation of the recommendations of the Eighth Central Pay Commission.

The Terms of Reference do not specify the effective date from which the recommendations of the Eighth Central Pay Commission shall come into force. Successive Central Pay Commissions have uniformly been implemented from **1 January** of the relevant year, as shown below:

Central Pay Commission	Date of Effect
4th CPC	01.01.1986
5th CPC	01.01.1996
6th CPC	01.01.2006
7th CPC	01.01.2016

Since pay revisions are undertaken once every ten years, it is both logical and equitable that the recommendations of the **Eighth Central Pay Commission should take effect from 01.01.2026**. We therefore request that this date be explicitly incorporated in the Terms of Reference.

2. Revision of pension and pensionary benefits under all pension schemes and exclusion of the "cost of unfunded and non-contributory pension schemes".

The existing Terms of Reference do not clearly provide for the revision of pensions of approximately **69 lakh Central Government pensioners and family pensioners**, including those covered under:

- Old Pension Scheme (OPS)
- National Pension System (NPS)
- Unified Pension Scheme (UPS)

In particular, there is no specific provision regarding:

- revision of pensions of past pensioners who retired before **01.01.2026**;
- parity between past and future pensioners;
- revision of family pensions; and
- review of other retirement benefits.

This omission has caused widespread concern among pensioners.

The Hon'ble Supreme Court has consistently held that **pension is neither a charity nor a bounty**, but a deferred portion of the compensation earned for long years of public service.

In **D.S. Nakara v. Union of India (1983)**, the Supreme Court observed that:

"Pension is not a bounty payable at the sweet will and pleasure of the Government but a valuable right earned by an employee."

The Court further held that pension is a social welfare measure intended to provide socio-economic justice and to ensure that retired employees are able to live with dignity in old age.

Most importantly, the apex Court ruled that dividing a homogenous group of pensioners based on an arbitrary date of retirement violates Article 14 of the Constitution. The Court held that all pensioners form a single class and cannot be split into groups.

Similarly, in **Deokinandan Prasad v. State of Bihar (1971)**, the Hon'ble Supreme Court held that pension is a **property right** and cannot be taken away except by authority of law.

More recently, in **Vijay Kumar v. Central Bank of India**, the Hon'ble Supreme Court reaffirmed that pension enjoys constitutional protection under **Article 300A**.

These judgments clearly establish that pension is:

- a deferred wage;
- a vested legal and constitutional right;
- recognition of long years of public service; and
- An essential component of social security in a welfare State.

The Government of India, as a **Model Employer**, has both a constitutional and moral obligation to ensure that retired employees are able to live with dignity, independence and economic security.

Further, pension expenditure constitutes only a modest proportion of the Union Budget. Rising Government revenues, continued growth in the economy, and substantial savings resulting from large numbers of unfilled vacancies clearly demonstrate that pension cannot reasonably be regarded as an unsustainable financial burden.

In this background, the reference in the existing Terms of Reference to examining the **"unfunded cost"** of non-contributory pension schemes creates unnecessary apprehension among pensioners and be excluded.

For Central Government pensioners covered under the Old Pension Scheme, pension represents the Government's continuing obligation arising out of past service. It cannot merely be viewed as an unfunded liability. Such terminology is inconsistent with the constitutional principles laid down by the Hon'ble Supreme Court and with the obligations of a welfare State.

We therefore respectfully request that the relevant clause in the Terms of Reference be replaced with the following;

"To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pensions, family pensions, parity between past and future pensioners, and pensionary benefits of employees retiring before or after 01.01.2026 under the applicable pension schemes."

3. Review of pensionary and retirement benefits

The Eighth Central Pay Commission may also be requested to examine and recommend improvements in retirement benefits, including:

- Grant of enhanced pension at intervals of **every five years after retirement**, taking into account increasing longevity and rising healthcare costs;
- Revision of family pension provisions;
- Removal of anomalies affecting past pensioners; and
- Any other pensionary reforms necessary to ensure social security and dignity during old age.

4. Inclusion of Autonomous Bodies, Universities and Statutory Bodies

It is absolutely necessary to include these sections in the Terms of Reference as these are functioning under Government of India control and the employees perform similar public duties. Further, to ensure simaltaneous implementation of the recommendations of the CPC with Central Government Employees and Pensioners, the Terms of Reference of the 5th CPC was amended to include Autonomous Bodies, Universities and Statutory Bodies.

Conclusion

We earnestly appeal to your goodself to kindly amend the Terms of Reference of the Eighth Central Pay Commission issued vide Gazette Notification dated **03.11.2025**, so that the concerns of serving employees and pensioners receive due consideration.

In this connection, it is worth mentioning that there had been such amendments in the Terms of References of 5th,6th and 7th Central Pay Commissions, subsequently as per the request of the stake holders.

We are confident that under your visionary leadership, the Government will ensure that the recommendations of the Eighth Central Pay Commission uphold the constitutional principles of equality, social justice and dignity for all Central Government employees and pensioners.

We shall remain grateful for your kind and sympathetic consideration.

Thanking you,

Yours sincerely,

K G Jayaraj
Officiating Secretary General, NCCPA
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Copy to: 1. Smt. Nirmala Sitharaman, Hon’ble Minister for Finance, Room No.15074-15075,5th Floor, B-Wing, Kartavya Nhawan, New Delhi.
2. Shri. T V Somanathan, Cabinet Secretary, Room No.18, Rashtrapati Bhawan, New Delhi-110004